



United States
Department of
Agriculture

Marketing and
Regulatory
Programs

Animal and
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Inspection
Service

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APHIS Civil Rights Policy Statement

As APHIS Administrator, I am entrusted with ensuring that the civil rights of our employees and stakeholders are protected. This is a responsibility that I take seriously, and it is also one that must be shared by all Agency employees. With this in mind, I want to remind each of you of our Agency's civil rights policy and, in doing so, reaffirm the importance of diversity and equity in today's workplace.

We live in a Nation that highly values the civil rights of its citizens. The protection of these civil rights is a sacred trust. We have no responsibility that is more important.

Every APHIS employee, regardless of age, race, national origin, gender, sexual orientation, disability, religion, political beliefs, and marital or family status, deserves the opportunity to earn a living with dignity and be treated fairly. Likewise, we owe all of our customers and stakeholders respect and service that is absolutely discrimination free. There are no exceptions or excuses for actions contrary to this policy.

When we create a workplace that accepts differences and nurtures strengths, we affirm, through practice, the best of American values. To act otherwise puts the freedom of individuals at risk and jeopardizes the value of our service to the American public. Secretary Veneman has stated clearly: "As public servants, we cannot be effective without being fair. We cannot be responsive without being respectful."

The employees of APHIS support the Secretary's and my commitment to these principles by showing the highest standards of conduct in their service to the American public and APHIS.

Bobby R. Acord
Administrator

